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Ag 84 Pro #359

#359

Help 4-H Local Leaders Do A Better Job

studies point the way



U. S. DEPARTMENT OF AGRICULTURE
FEDERAL EXTENSION SERVICE

PA-359

A COOPERATIVE PUBLICATION

This booklet shows how you as county extension workers can insure better results from 4-H Clubs by (1) selecting, in cooperation with parents and others, well-qualified local leaders; (2) training them; (3) helping leaders with work that requires professional training; (4) counseling leaders; (5) providing them with helpful material; (6) having local leaders assist in planning county programs; and (7) recognizing local leaders.

It is a revision of a publication issued in July 1950. Suggestions in this booklet are based on findings from studies compiled by Laurel K. Sabrosky. The original studies were selected by a committee of State and assistant State club leaders in the Northeastern States, and additional information from later studies has been included in this revision. Committee members were:

Albert Hoefer, State club leader, New York, chairman (retired).

Allen Baker, State club leader, Pennsylvania.

R. P. Davison, State club leader, Vermont (now State extension director).

Mylo S. Downey, State club leader, Maryland (now associate director, Division of 4-H Club and YMW Programs, Federal Extension Service, United States Department of Agriculture).

Florence Howard, assistant State club leader, West Virginia (deceased).

Irma Winkleblack, former assistant State club leader, Connecticut.

Rollyn P. Winters, State club leader, New Jersey.

E. W. Aiton, 4-H field agent, Northeastern States (now director, Division of 4-H Club and YMW Programs, Federal Extension Service, United States Department of Agriculture).

Mrs. Laurel K. Sabrosky, extension analyst, Federal Extension Service, United States Department of Agriculture.

Issued February 1958.

Cooperative Extension Work: United States Department of Agriculture and State Land-Grant Colleges and Universities Cooperating.

This publication supersedes PA 116, "Here Are Some 4-H Facts About Getting More Effective Results From Local Leaders."

HELP 4-H LOCAL LEADERS DO A BETTER JOB

studies point the way

Laurel K. Sabrosky, Extension Analyst

GOOD LOCAL LEADERS—BETTER RESULTS

Studies show that good leaders are one of the keys to successful 4-H Club work. Good leaders usually—

- Have several years' experience.



- Are well trained in democratic leadership, group work techniques, recreation, and developmental needs of children.
- Recognize their problems and ask for more training.
- Attend training meetings regularly.



*"Only 8 out of 20 members at the last meeting!
How do I get them to come?"*

EXTENSION AGENTS CAN GUIDE SELECTION

New leaders who are more likely to stay with the 4-H program and contribute to its success have the following qualifications:

- Are in their mid-20's or older.
- Are interested in and willing to devote time to 4-H work.
- Have an above average family income.



- Have an education above average for the community.
- Have a farm background, if leading clubs in farming areas.
- Are liked and respected by club members, parents, and community leaders.



PARENTS CAN HELP

You will want to give parents an opportunity to suggest people they think will make good leaders. After all, the leader will work with their children, and parents will be more interested in 4-H Club work if they like and respect the local leader and help choose him.

TRAINING IS IMPORTANT

You can pass on to the leaders some of your knowledge and experience in training programs that will aid them in working with club members. To do this, you will want to—

- Train new leaders.
- Discuss problems and programs for training meetings with leaders.
- Hold several training meetings each year on—
 - How to organize a club and hold a meeting.
 - How to understand boys and girls at different ages.
 - How to get parent and community cooperation, and why it is important.

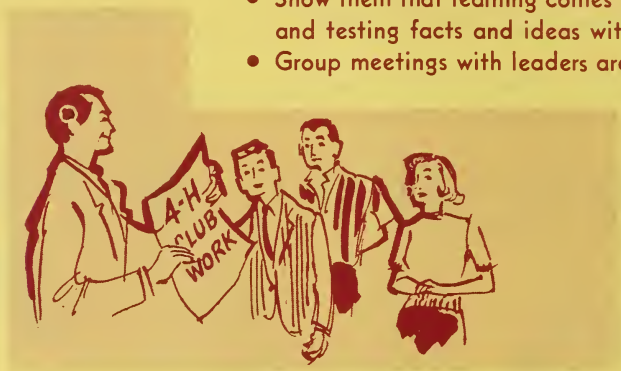


- How to assign responsibility to others and get their cooperation.
- Why a leader keeps records and reports and how they are used.
- Why it is important to their development for boys and girls to complete their projects.



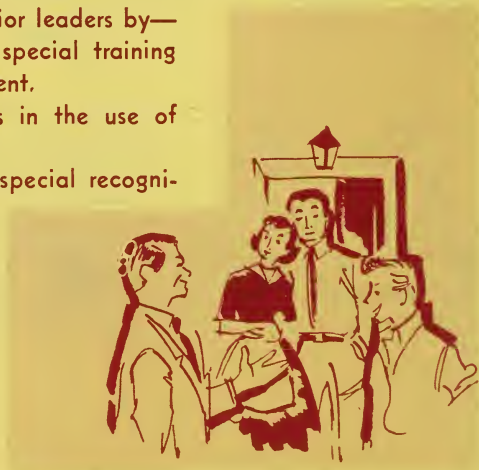
Many of the problems in 4-H Clubs and some of the work require professional training which volunteer leaders may not have. You can—

- Assist leaders in training demonstration and judging teams, acquainting community and parents with objectives of 4-H work, explaining project records, and training club officers.
- Show them that learning comes from sharing and testing facts and ideas with others.
- Group meetings with leaders are important.



Other ways you can help local leaders are to—

- Provide leaders with subject-matter information.
- Give them helpful material, including a local leaders' handbook, to help them be an important source of information for club members.
- Counsel them in personal matters they face in club work.
- Encourage them to visit members' homes, particularly those of first-year members, to talk with their parents, and to help members with their projects or records.
- Encourage them to use junior leaders by—
 - Giving junior leaders special training with adult leaders present.
 - Training adult leaders in the use of junior leaders.
 - Giving junior leaders special recognition.



This publication is based on findings from the following studies:

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A STUDY OF 4-H LOCAL LEADERSHIP IN NEW HAMPSHIRE, 1937. 39 pp. U. S. Dept. Agr. Ext. Serv. Cir. 291. Washington, D. C. 1938. (Processed.)

YOUNGSTROM, C. O., SABROSKY, L. K., AND THE WESTERN STATES 4-H CLUB STUDY COMMITTEE.

A STUDY OF THE FACTORS AFFECTING REENROLLMENT OF FIRST-YEAR 4-H CLUB MEMBERS—PHASE 1. 11 Western States. (Unpublished.)

HOW TO KEEP GOOD LOCAL LEADERS

People will be more willing to become local leaders and stay with the program, if you—

Guide the selection toward people who will make good leaders.

Ask parents to help select leaders.

Carefully plan and provide good training meetings.

Conduct several training meetings each year.

Help leaders solve their problems.

Work with leaders individually when needed.

Have local leaders take a leading part in planning the 4-H program and county events.

Recognize leaders through newspaper articles and at local and countywide events.

Encourage club members, associates, and friends to express appreciation to their local leaders.

